TRANSPORT WORKERS UNION OF AMERICA, AFL-CIO AIR TRANSPORT LOCAL 556

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Executive Board
March 12-15, 2001
Synopsis

Melissa Smith called the meeting to order at 1350.

Board Members present were Melissa Smith, Thom McDaniel, Marcy Vinyard, Thomas Mitchell, Cindy Ritner, Tommy Stefan, Bill Bernal, Jeff Quattrochi, Portia Reddick, Jimmy West was enroute, and Stacy Martin was excused because he was ill.

Cindy Ritner presented the minutes from the February 2001 Executive Board Meeting for approval.

Jimmy West entered the meeting at 1515.

Jeff Quattrochi made a motion to table the minutes. Jimmy West seconded the motion. The motion carried.

Thomas Mitchell presented the financial report for approval. Bill Bernal made a motion to approve the financial report as presented. Cindy Ritner seconded the motion. All voting members voted to approve the motion. The motion carried.

Thomas Mitchell presented Lonestar check #s 5630-5676 for approval.

Correspondence –
Melissa Smith presented a letter to all Contract Committee Members referencing what their role will be and what is expected of each Committee Member.

Melissa Smith presented a rough draft of a letter she is writing to Herb Kelleher to ask to open the contract early.

Melissa Smith made the Coalition Meeting Minutes available for review. *See attached.*

Melissa Smith presented a letter written by Sonny Hall International President to Peggy Olstein regarding the reassignment of Peggy to our Local for help with preparing for contract negotiations.

Melissa Smith presented a letter written to our Executive Board by Sonny Hall International President referencing a concern of public image when using public forums such as Newspaper, Media, and Website.

Officer updates/Domicile reports
Jeff Quattrochi updated the Board on the Chicago based. The Chicago Airport is in the process of being rebuilt. Many Members want another check in phone in the baggage claim area, however the contract is clear that a check in phone is to be placed in each concourse and at this time SWA is in compliance with the contract.

Bill Bernal updated the Board on the Phoenix base. A new concourse is to be built where the Aerodyne maintenance area is.

Thom McDaniel updated the Board on the Houston base since Stacy Martin was ill. There were many grievance meetings held in that Base.

Portia Reddick updated the Board on the Baltimore base. Baltimore is in the process of having a larger lounge area built.

Jimmy West updated the Board on the Oakland base. There has been great support for Local 555 from the Oakland Flight Attendants.

Tommy Stefan presented a proposal to the Board to be approved for a CAMI Cabin Safety Workshop in Oklahoma City, OK for both he and Michael Massoni. This training will encompass a cabin safety workshop that is designed to familiarize members of the aviation community with the research conducted by the FAA's Civil Aeromedical Institute, as well as provide a forum for the exchange of training and regulatory information. Cindy Ritner made a motion for Tommy Stefan and Michael Massoni to attend the 2001 CAMI workshop training in Oklahoma City, OK. This is a 2-day workshop to include lost time, per diem and hotel expenses not to exceed $1970.00. Marcy Vinyard seconded the motion. All voting members voted to approve the motion. The motion carried. The dates of the training are March 27th-29th, and May 1-3rd, 2001. This training will help the Membership in reference to safety on the Aircraft during an evacuation and otherwise. *See Attached.*

Cindy Ritner updated the Board on some Worker's Compensation resolutions. She also updated the Board on Bidding Guidelines to be utilized because of the new EBS (Electronic Bidding System) that has been implemented. *See Attached.*

Committee updates –
Bill Bernal updated the Board on the **Computer Committee**. He offered the help of a professional website designer at no cost.

Melissa Smith presented a status report from Bill Rodgers on the Computers in the office and other projects in which he has been involved. The Board discussed the importance of having a second signature on the pull sheets because Melissa Smith had pulled Bill Rodgers without a second signature. The Board discussed the Budget for the Computer Committee and established that there was no standard 5-day pulls approved therefore the Board agreed to discuss upcoming computer projects with Bill Rodgers. While the Board appreciates Bill Rodgers hard work on computer projects and their importance, the Board had previously agreed that there are no standard pulls without Board approval. The Board discussed their fiduciary responsibility to the Membership.

Portia Reddick updated the Board on the Civil Rights and Liberties committee. Portia went to the National Union Leadership Conference on Domestic Violence March 8th and 9th, 2001 in Washington, D.C.

Thomas Mitchell made a motion to adjourn. Bill Bernal seconded the motion. The motion carried.

Melissa Smith adjourned the meeting at 1900.

Executive Board Meeting
March 13, 2001
Continued

Melissa Smith called the meeting to order at 850.

All Board Members were present except Deborah Danish who was excused for vacation and Stacy Martin was enroute.

Committee Updates (cont.)

Marcy Vinyard updated the Board on the **Grievance Committee**. The Board reviewed the settlement to grievance #1991. The Board discussed Reserves used out of order and agreed that out of order is by notification. At present there are 135 active grievances.

Revisits
Melissa Smith asked the Board to reconsider Portia Reddick's unexcused absence on January 16th, 2001. The Board discussed the reconsideration.

Thom McDaniel made a motion to adjourn to consult with Art Luby on a legal matter. Jimmy West seconded the motion. The motion carried.

Melissa Smith adjourned the meeting at 950.

The Board reconvened at 1005

The Board conference called Art Luby at 1005.

Garry Drummond entered the meeting at 1010.

Jeff Quattrochi made a motion to hear the vote taken about Portia Reddick's unexcused absence. Thom McDaniel seconded the motion. The motion carried. Melissa Smith told Portia Reddick the vote.

Portia Reddick was excused at 1050.

Albee Richardson entered the meeting at 1105 to inform the Board on the year 2000 audit. Mr. Richardson presented to the Board his assessment of the Local's finances and found them to be true and correct. Thomas Mitchell, Treasurer of the Local has done a great job for the Membership. The Local is on track for saving for negotiations.

Albee Richardson was excused at 1130.

Garry Drummond was excused at 1135.

Karen Amos and a Member entered the meeting at 1145.

Portia Reddick entered the meeting at 1150.

New Business
One (1) grievance was examined

Karen Amos and a Member were excused at 1250.

Karen Amos entered the meeting at 1345.

One (1) grievance was examined.

Karen Amos was excused at 1415.

Garry Drummond entered the meeting at 1425.

Karen Amos entered the meeting 1435 to continue discussing a grievance.

Karen Amos was excused at 1450.

One (1) grievance was examined.

Cindy Ritner made a motion to reconsider to pay for Deborah Danish's cell phone since it was stolen. Thomas Mitchell seconded the motion. The motion carried.

Cindy Ritner made a motion to replace Deborah Danish's Union cell phone that was stolen when her purse was stolen while in New York. Jeff Quattrochi seconded the motion. The motion carried.

Old Business
Two (2) grievances were examined.

The Board decided on Logo shirts for the Local to wear at Membership meetings and union functions.

Tim Mullaney entered the meeting at 1545 to update the Board on the status and progress of the database that is in development for receiving and reconciling Union dues. This program will capture dues of those Flight Attendants who are in arrears and will bill them automatically.

Stacy Martin entered the meeting at 1600.

Garry Drummond was excused at 1620.

Melissa Smith requested a cost/benefit analysis and a proposal from Kerry Schwab once Tim Mullaney has finished his part of the project.

Tim Mullaney was excused at 1630.

The Board reviewed a contract for an agreement between Allyson Parker-Lauck and TWU referencing the TWU approved website of the E-groups forum. The Board will counsel with the Local's attorney and readdress it in the April Executive Board meeting.

Thom McDaniel presented a proposal from the Board of Elections regarding mail in ballots for the Negotiating Committee elections.

The Board conference called Sonia Hall, Chairperson of the Board of Election to gather more information. The Board reviewed three proposals that would include, printing and mailing of ballots, with two of the three including the counting of ballots.

Jeff Quattrochi made a motion to approve Automated Election Services (INK Impressions, Inc.) the Company, who will print, mail and count ballots of the Negotiating Committee not to exceed $11,160.00. Jimmy West seconded the motion. All voting members voted to approve the motion. The motion carried.

New Business
Seven (7) grievances were examined.

Tommy Stefan made a motion to adjourn. Bill Bernal seconded the motion. The motion carried.

Melissa Smith adjourned the meeting at 1815.

Executive Board Meeting
March 14, 2001
Continued

Thom McDaniel called the meeting to order at 830.

All Board Members were present except Melissa Smith was excused for personal reasons and Deborah Danish who was excused for vacation.

New Business
Three (3) grievances were examined.

In the middle of discussing the afore-mentioned grievances Portia Reddick was excused to pick up Deborah Danish at the airport. She was excused at 840.

One (1) grievance was examined.

Revisit
One (1) grievance was examined.

Garry Drummond entered the meeting 900.

Portia Reddick and Deborah Danish entered the meeting at 915.

One (1) grievance was examined.

New Business
Eight (8) grievances were examined.

Melissa Smith entered the meeting during the discussion of a grievance at 1035.

One (1) grievance was examined.

Revisit of Old Business
Two (2) grievances were examined.

The Board Conference called Ed Cloutman at 1220. The call ended at 1225.

One (1) grievance was examined.

The Board discussed grievance hearings, training classes, and seminars.

The Board agreed that when a Board Member is called to represent a grievant in a discipline meeting that the Board Member shall call back within 24hrs, if not then the grievance staff will call the next shop steward available. This policy is being implemented because all grievances have time limits associated with them.

Bill Bernal made a motion that any Member representing TWU in grievant hearings shall be paid 1 trip per meeting; this shall exclude those Members already receiving pay for Membership business. Cindy Ritner seconded the motion. All voting members voted to approve the motion. The motion carried.

Thom McDaniel made a motion that the Local pay Amy Montgomery retro pay for the months of January, February, and March bringing her to high line to be in compliance with the motion passed in the Fourth quarter 2000 Membership Meeting. Jimmy West seconded the motion. The motion carried.

The Board agreed to revisit Excused and Unexcused absences from Board. In an effort to create good will in the Board, Jeff Quattrochi made a motion to establish a more equitable policy of what constitutes an acceptable absence from Board and in doing so all previously unexcused absences are absolved. Cindy Ritner seconded the motion. All voting members voted to approve the motion. The motion carried.

Bill Bernal discussed with the Board that he would like to put together a policies handbook to be able to refer to during this term and for future Boards to follow in the future.

Bill Bernal asked the Board to bring new ideas about a mission statement and a new commitment to the Membership to be discussed at the April 2001 Executive Board Meeting.

Stacy Martin brought forth charges against Melissa Smith for the Board to review. The Board reviewed the procedure by which to follow as outlined in the TWU Constitution.

Melissa Smith was excused for personal business at 1705.

Garry Drummond was excused at 1715.

The Board discussed establishing a policy to compensate committee Members for committee expenses that have been approved in the Budget or have been presented as an expense prior to the expense being incurred.

The Board reviewed a proposal to compensate Allyson Parker-Lauck for her duties as moderator of the TWU Egroups forum. Jimmy West made a motion to pay Allyson Parker-Lauck 6 trips a month for her work on the Egroup's forum. Before the date of September 1, 2001, Allyson Parker-Lauck will appoint at least 2 substitute moderators who shall be approved by the Executive Board and who shall be trained to operate the forum in case of Allyson's absence, illness or if the position is vacated. Portia Reddick seconded the motion. All voting members voted to approve the motion. The motion carried.

The Board briefly discussed the charges brought by Stacy Martin against Melissa Smith. Stacy Martin requested an adjournment because of the late hour and his asthma.

Marcy Vinyard made a motion to adjourn. Jimmy West seconded the motion. The motion carried.

Thom McDaniel adjourned the meeting at 1900.

Executive Board Meeting
March 15, 2001
Continued

Melissa Smith called the meeting to order at 845.

All Board members were present except Stacy Martin and Deborah Danish was caught in traffic.

Garry Drummond and Deborah Danish entered the meeting at 900.

Stacy Martin entered the meeting at 905.

Thom McDaniel presented a proposal to the Board for Sonia Hall who is a delegate to the AFL-CIO to attend the AFL-CIO convention.

Marcy Vinyard made a motion to approve for three delegates to attend the Arizona AFL-CIO convention in Prescott, AZ, May 2-4, 2001. This will include hotel rooms at $65.00 per night for 2 nights each plus mileage not to exceed $550.00 total. If they are not able to give away their trips, they will be pulled with out pay. Portia Reddick seconded the motion. All voting members vote to approve the motion. The motion carried.

The Board discussed the Orlando base opening and the probability that it will open in July 2001 although that is not official.

Bill Rodgers entered the meeting at 940 to update the Board on the computer systems in the office.

Bill Rodgers was excused at 1010.

Bill Bernal made a motion to have Bill Rodgers work full time in the Local union office for the month of April 2001 to continue to work on the computer projects that were outlined in the 2000/2001 Budget. Cindy Ritner seconded the motion. All voting members voted to approve the motion. The motion carried.

Melissa Smith addressed the Board about bringing in a mediator. The Board did not reach an agreement on this issue as of this meeting.

Jeff Quattrochi made a motion to approve the minutes as presented. Stacy Martin seconded the motion. The motion carried.

Thomas Mitchell made a motion to adopt TWU International's Sexual Harassment policy until the Local has written a policy of it's own. Stacy Martin seconded the motion. The motion carried.

Cindy Ritner read a thank you letter from two Members to Thomas Mitchell for the work he has done in collecting dues that were not paid by Members in 2000.

Melissa Smith discussed that she would be unable to present her restructuring plan because she had not spoken to all Board Members about this plan.

Melissa Smith and Garry Drummond were excused at 1240.

Stacy Martin withdrew the charges he had previously filed with Cindy Ritner, Recording Secretary yesterday, March 14, 2001 to attach documentation.

Stacy Martin filed charges with Cindy Ritner, Recording Secretary against Melissa Smith with the attached documentation. The Board reviewed the charges and followed the guidelines dictated in the TWU International Constitution.

Charge #1 is proper
Charge #2 is proper
Charge #3 is proper
Charge #4 is proper
Charge #5 is proper
Charge #6 is proper

The question was asked whether the charges that have been brought forth against Melissa Smith warrant suspension from office pending the trial as set forth in the TWU Constitution, Article XIX, Section 4. Melissa Smith's suspension from office is to ensure that the business of the Membership will continue and that Melissa Smith will have ample time to prepare for her trial. The vote was taken. The vote to suspend carried.

The Board conference called Jim Little, TWU Air Transport Division Director at 1520 to seek counsel regarding the charges against Melissa Smith. The conference call ended at 1550.

Stacy Martin was excused at 1600.

Melissa Smith entered the meeting at 1605 to respond to the charges presented against her.

Melissa Smith was excused at 1740.

Charge # 5 was revisited and was again deemed proper by the Board.

The Board re-voted on whether the charges that have been brought forth against Melissa Smith warrant suspension from office pending the trial as set forth in the TWU Constitution, Article XIX, Section 4. Melissa Smith's suspension from office is to ensure that the business of the Membership will continue and that Melissa Smith will have ample time to prepare for her trial. The vote was taken. The vote to suspend carried.

Bill Bernal was excused at 1810.

Tommy Stefan was excused at 1840.

Jeff Quattrochi was excused at 1850.

Portia Reddick made a motion to adjourn. Deborah Danish seconded the motion. The motion carried.

Thom McDaniel adjourned the meeting at 1910.

All votes were taken by Secret Ballot.

Cynthia R. Ritner
Cindy Ritner
Recording Secretary
TWU Local 556